

Welcome To Lunch

Any resemblance between the
material I will be presenting and
people in this room is purely
intentional
I flatly deny any wrong-doing

Bruce McCormick

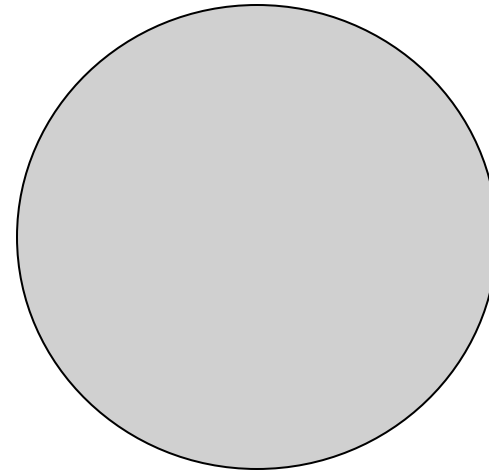
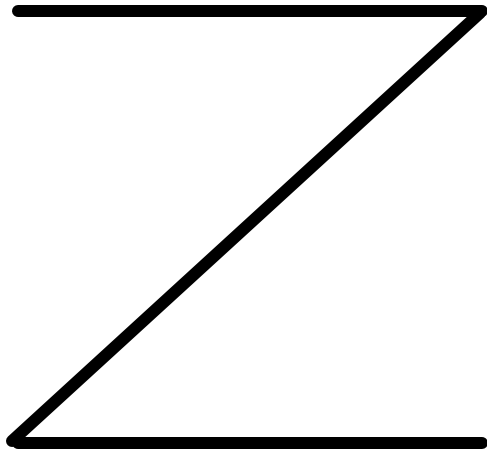
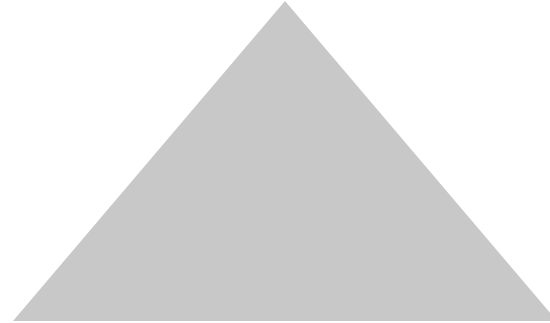
Organizational Renewal Associates

Presentation Objectives

- Have some idea what I'm talking about.
- Learn something about yourself – even if you already know everything
- Learn how to spell DiSC – there is no reason, its just something to do
- Learn something about Personality Type

Which of these shapes best describes you

Mentally select one.



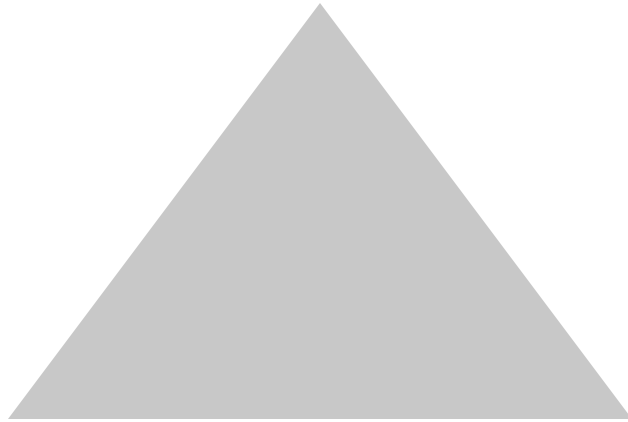
If this shape best describes you



BORING
I apologize, yea
right

- You are a solid, structured, reasoned thinker
- You search for logical patterns

If this shape best describes you

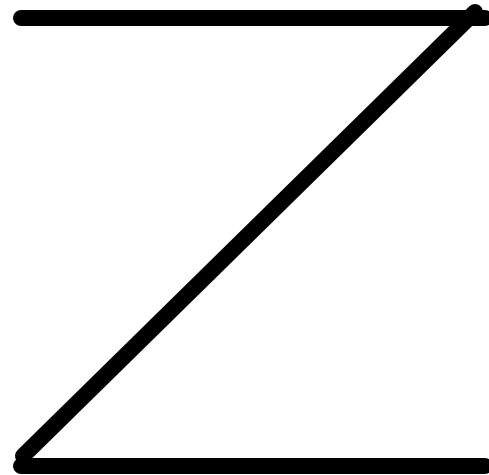


Get a Life

- You are committed to the organization and its goals
- You are willing to lead and follow

If this shape best describes you

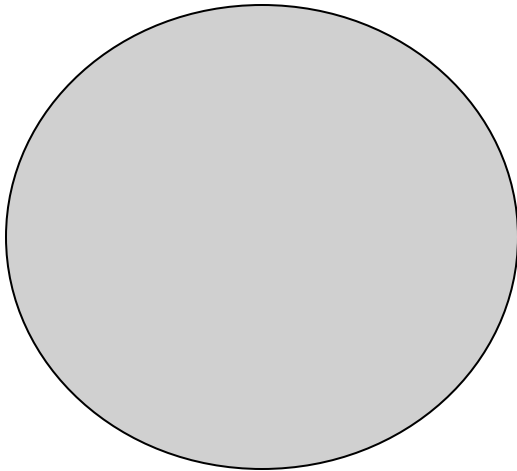
- You are unbounded and creative
- You thrive on uncertainty



Weird

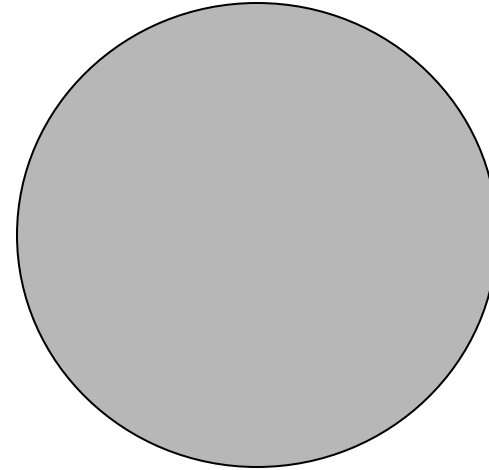
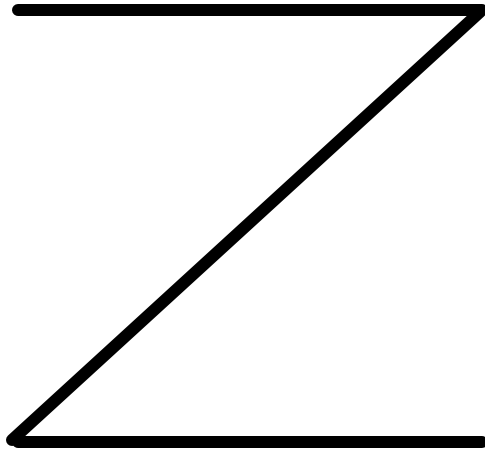
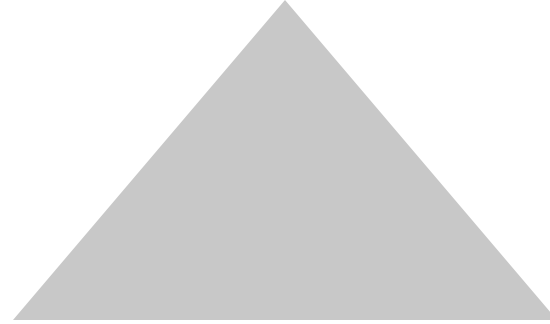
If this shape best describes you

- You are obsessed with fast living
and wild parties



You
Rock

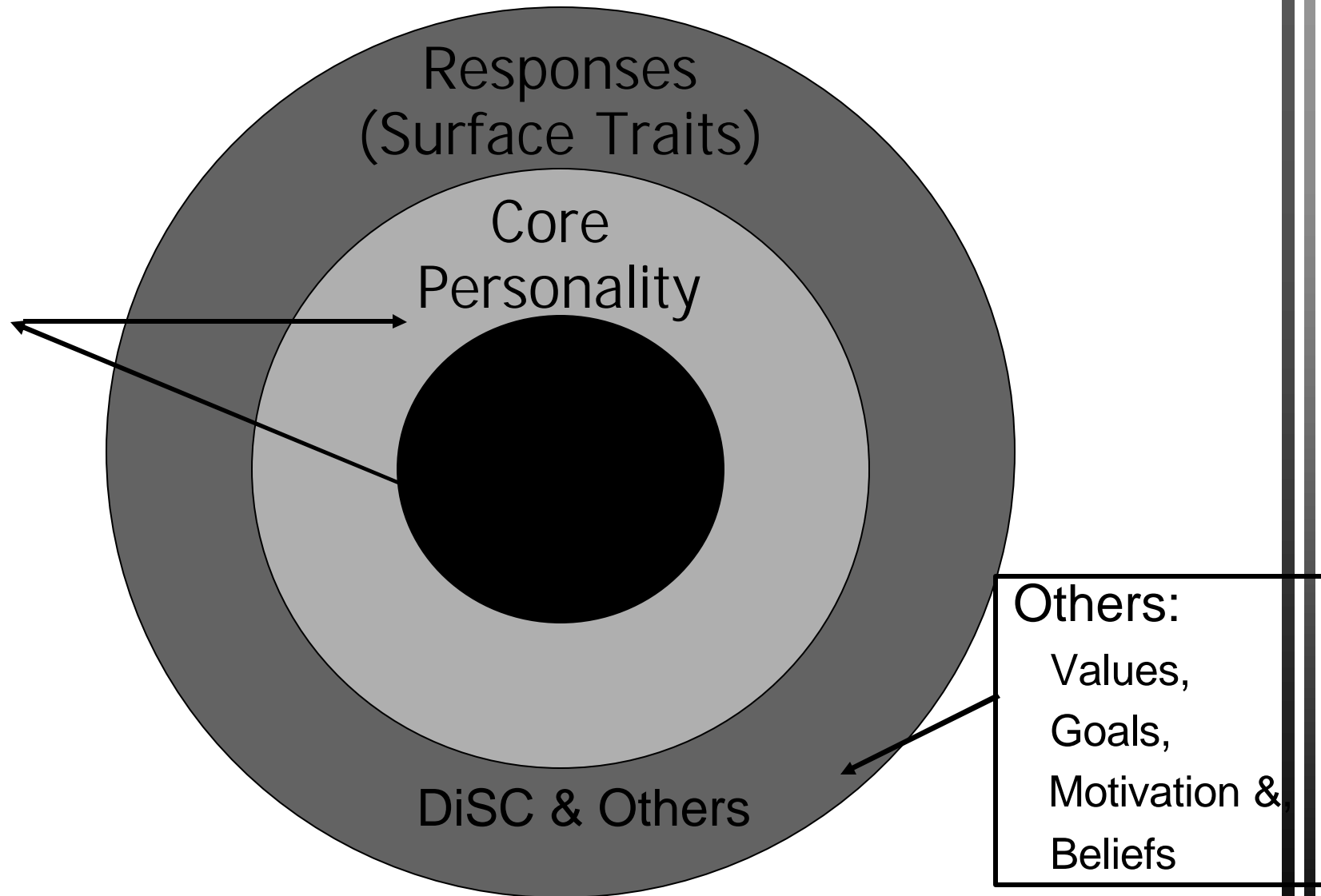
Put all these shapes in a workplace?



- Personality Type and Shapes
- There is absolutely no correlation between the shapes and Personality Type
- So let's discuss Type and forget the shapes.

Self in Environment

Dr. William Marston

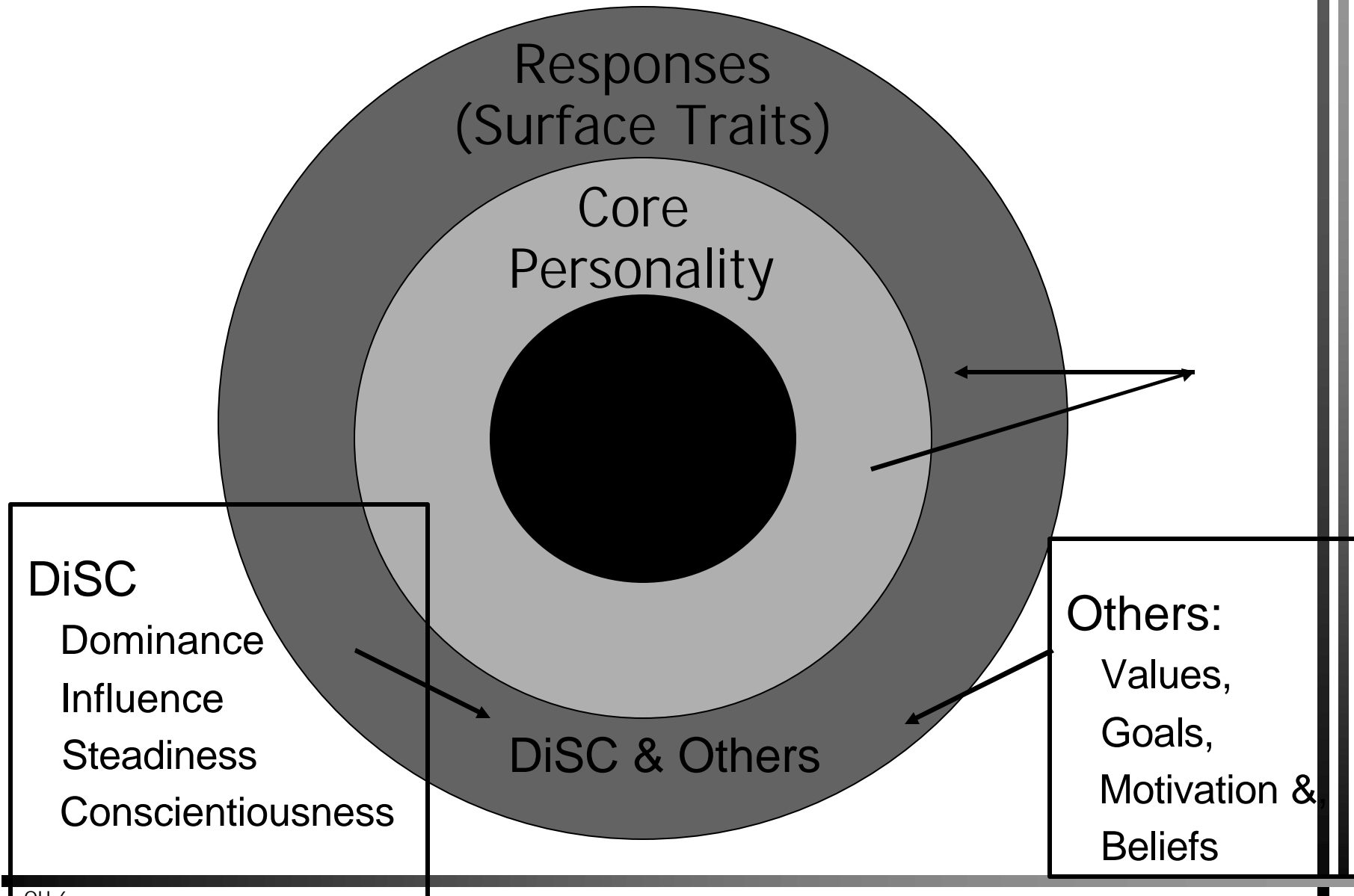


The Global Scales of Assessed Behaviors

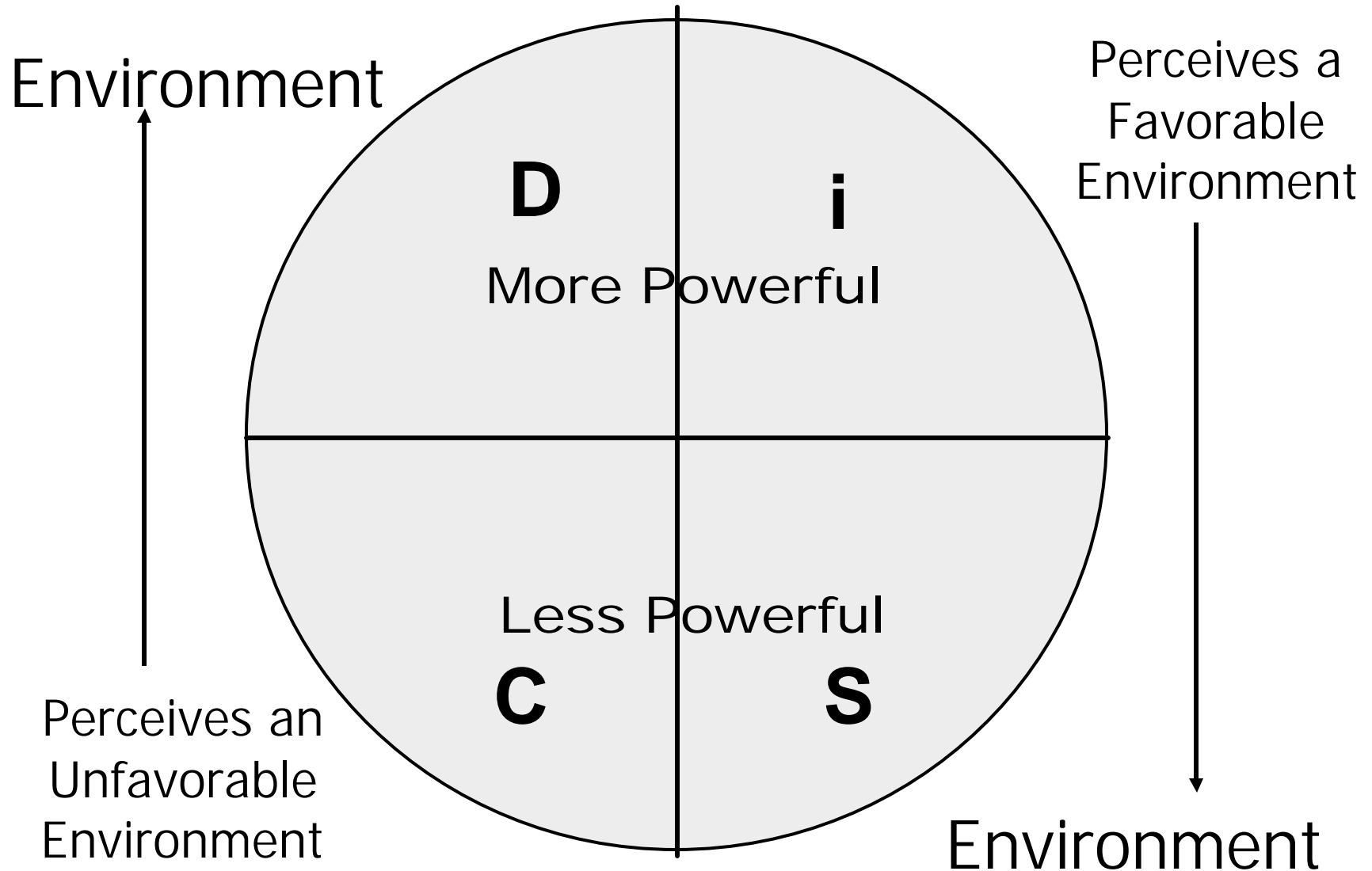
- (E) Extraverting_____Introverting (I)
(direction of attention, source of energy)
- (S) Sensing_____iNtuiting (N)
(ways of gathering information)
- (T) Thinking_____Feeling (F)
(ways of making decisions)
- (Z) Organizing_____Adapting (A)
(lifestyle)

Self in Environment

Dr. William Marston



Marston's Model:



It is how you perceive the environment.

What do you see when you walk into a busy restaurant?

How do you feel when a team you're on makes a decision?

The Marston Model - DiSC

- “D” What does Dominant mean?
 - Controlling
 - Questioning the status quo
 - Taking authority
 - Managing trouble
 - Solving problems

You know you're a "D" when you

- Are walking around the lake and decide to walk across it for a change.
- Feel the urge to direct traffic at 5 PM
- Start reminiscing about the good old days when it was legal to duel with guns to settle an argument.
- Arrive at work at 8 AM and by 8:03 no one is speaking to you

The Marston Model - DiSC

- “I” What does Influence mean?
 - Persuading
 - Creating a motivational environment
 - Entertaining people
 - Being optimistic
 - Participating in a group

You know your “I” when you...

- Leave a message and need to call four times to leave the entire message.
- Offer to help an elderly lady cross the street when she is sitting on her front porch with no intentions of moving.
- Dial a wrong number and talk to the person for half an hour anyway

The Marston Model - DiSC

- "S" What does Steadiness mean?
 - Stability
 - Cooperation
 - Calm
 - Patient
 - Loyal
 - Good listeners

You know your "S" when you

- Listen for 30 mins. to a sales call for snow removal equipment - and you live in Florida.
- Are checked for signs of life when a co-worker observes a spider building a web between you and your chair.
- Begin your summer vacation by reading all your insurance policies.
- Write a 5 page report when all you were asked was to write how many tickets you need for the picnic.

The Marston Model - DiSC

- “C” What does Conscientiousness mean?
 - Fact & details
 - Rules & regulations
 - Analytical
 - Accuracy
 - Diplomatic with others

You know your "C" when you

- Are so diplomatic when you fire a person they thank you and offer to take you out to lunch.
- Make a hobby out of checking the claims of laundry detergents.
- Run out of gas on purpose to find out exactly how far your car goes on a gallon of gas.
- Receive a one-way ticket from your office staff, who want you to take a two-week vacation in a country at civil war.

So Which One Are You?

D I S C

What happens when the four
Types are in the same space.

Behavior Is...

- Observable
- Situationally-based
- Flexible
- Dynamic
- Based on thoughts and beliefs

Why Understand Personality Type

- You can spark conflict in the workplace
- Improve relationships even if you don't want to.
- You'll know why you can't stand someone
- You can change from lump to wonderful
- Can build teams that actually work

So the point is?

- *Personality Type is a life study that will positively impact how you feel about those around you.*
- *DiSC suggests that you can choose your behavior – improve your behavior, its actually your choice.*
- *Leadership is made easier by understanding Type*

Food For Thought?

Let's look at different Types in
Different activities.

- Getting on a busy elevator.
- Shopping for groceries
- On the Golf Course
- Hanging wallpaper